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THE NOMINATION COMMITTEE'S REPORT OF ITS WORK AND MOTIVATED STATEMENT PRIOR TO THE SKISTAR 2025 AGM

Prior to the 2025 AGM of SkiStar AB (publ), the nomination committee has consisted of Per Gullstrand, appointed by Ekhaga Utveckling AB, Peder Strand, appointed by Nordic Ski & Mountains AB, Niklas Johansson, appointed by Handelsbanken Fonder and Sara Karlsson, appointed by the Paulsson family incl. companies. The nomination committee has appointed Per Gullstrand as its chairman. Chairman of the Board, Anders Sundström, was co-opted onto the Nomination Committee for the majority of its meetings. All shareholders have had the possibility to turn to the nomination committee with proposals.

Report on the Nomination Committee's work

The nomination committee has held several minuted meetings and consultations by telephone and email ahead of the 2025 annual general meeting. The nomination committee has reviewed the results of the board's evaluation of its work and has interviewed a selection of current members elected by the annual general meeting and the company's CEO regarding their views on the composition and working methods of the Board. The board of directors' need of competence, experience and diversity for the next years has been discussed. In these discussions, particular attention was paid to assessing the composition and competence of the board in relation to the SkiStar Group's operations, strategies and objectives, including the Group's high ambitions in the area of sustainability, and the associated demands that are expected to be placed on the Board. The nomination committee has also consulted the audit committee as regards the proposals on election of auditor and remuneration of auditor. The work has resulted in the proposals which the nomination committee has presented to the AGM.

Motivated statement by the Nomination Committee

All members of the board have informed the nomination committee that they are available for re-election. Taking this into account, the nomination committee proposes re-election of all current board members elected by the general meeting; Anders Sundström, Lena Apler, Bent Oustad, Fredrik Paulsson, Gunilla Rudebjer, Anders Svensson and Carina Åkerström. Furthermore, Anders Sundström is proposed to be re-elected as the chairman of the board.

The nomination committee is of the opinion that the present board of directors is very well functioning and that it has a composition and competence that is compliant with the requirements. Specific consideration has been given to the importance of continuity and good knowledge of SkiStar's operations and strategy in the assessment, given that there have been several changes in the composition of the board over the previous years. The nomination committee assess that the proposed board of directors has solid industry experience, as well as specific experience in consumer sales and digitalisation, good knowledge in climate and sustainability-related issues, broad financial expertise, deep real estate and exploitation knowledge and extensive experience in acquisitions and capital markets. The nomination committee assesses that the proposed board members, with consideration of the company's operations, financial position and circumstances in general, have sufficient experience and competence to meet the demands of the company's operations. In this assessment, the nomination committee has paid particular attention to the company's strategic development, governance and control as well as regards independence.

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The proposed board of directors consists of three women and four men, representing a share of 43 percent women and 57 percent men. The nomination committee considers the proposed board, which is almost completely gender balanced, also in other aspects has an appropriate composition and diversity in terms of experience and professional background. The diversity policy applied by the nomination committee is the rule 4.1 in the Swedish Code of Corporate Governance.

The nomination committee has also discussed independence of the board of directors. The proposal complies with the requirements for independence set out in the Swedish Code of Corporate Governance. The nomination committee's assessment in terms of the independence issue for each of the members of the board of directors being nominated for re-election can be found on the company's webpage, https://investor.skistar.com/en.

The nomination committee has discussed the level and structure of the board fees. A guiding principle when evaluating board fees is that the fees should be competitive and enable recruiting and retaining individuals with the best possible skills. In the evaluation of the fees, a comparison has been made regarding fees in companies of similar size and complexity. Against this background and considering that the Board's fees have been raised slightly in recent years, the Nomination Committee considers the proposed increase to be reasonable and well justified.

Regarding the proposal for the new election of auditor and on the auditor's fee, the nomination committee has had a dialogue with the audit committee, which prepared the matter. The audit committee has confirmed that the recommendation is free from third-party influence and that it is not the result of any conditions limiting the choice of auditor.

Furthermore, the nomination committee's instruction has been reviewed and discussed. The nomination committee has not found it necessary to propose any changes, thus the instruction adopted by the 2021 annual general meeting can continue to apply unchanged.
